

SEXUAL HARASSMENT**Positive School Environment**

The Ketchikan Gateway Borough School District is committed to providing a positive learning and working environment in which all students and employees can feel comfortable and productive, and in which all participants share responsibility for maintaining a positive school climate.

The District encourages attitudes and behaviors that promote mutual respect and harmonious relations. Sexual harassment is a form of misconduct which interferes with the working or learning effectiveness of its victims and their peers. For this reason, sexual harassment seriously impairs the District's ability to provide a positive school environment and undermines the integrity of the District's academic and employment relationships.

All employees and students must be allowed to learn and work in an environment free from unsolicited and unwelcome sexual overtures and all other forms of sexual harassment. To prevent sexual harassment, to provide a framework for dealing appropriately with any instances of sexual harassment which may be reported, and to help assure the positive school environment to which the District is committed, the District's Board of Education has adopted several provisions which constitute the District's sexual harassment policy. In fulfilling its commitment to maintain a positive and productive working and learning environment, the district will work diligently to prevent sexual harassment by educating all aspects of the school community about this policy and the importance of observing it.

The District encourages students or employees who may encounter sexual harassment to immediately process a complaint as detailed in this policy. The District will act promptly and appropriately to investigate all complaints, either formal or informal, verbal or written, of sexual harassment directed toward any student or employee of the District.

The District's administration shall adopt appropriate Administrative Regulations to implement and effectuate this policy.

SEXUAL HARASSMENT**Prohibition of Sexual Harassment**

Sexual harassment is a form of sex discrimination which violates Section 703 of Title VII of the Civil Rights Act of 1964, as amended, 42.U.S.C. 2000e et seq., and Alaska Statute 18.80.010 et seq., which establish and provide for the Alaska State Commission For Human Rights. In addition, in certain circumstances sexual misconduct also constitutes criminal conduct. It is the policy of the District to maintain a learning and working environment that is free from sexual harassment, sexual misconduct and all other forms of sexual discrimination.

As detailed in the District's Policy Against Sexual Harassment (including Administrative Regulations implementing that policy), it shall be a violation of these prohibitions for any student or employee of the District, or for another person in the school environment, to engage or participate in sexual harassment, sexual misconduct or any other form of sexual discrimination in the school environment. Any student who is found to have engaged in such prohibited conduct shall be subject to disciplinary action as provided for in District policy and Alaska law, the possible consequences of which can be up to and including suspension or expulsion from school. Any employee who is found to have engaged in such prohibited conduct will be subject to disciplinary action, pursuant to District policy and applicable law, the demotion or discharge from employment. Other individuals whose behavior is found to be in violation of this policy will be subject to appropriate sanctions as determined and imposed by the Superintendent or Board of Education.

The District's administration shall adopt appropriate Administrative Regulations which delineate the conduct which is prohibited and which otherwise implements and effectuates these prohibitions.

(cf. AR 5131 – Code of Conduct)